

DIFFERENTIATED PAY FOR TEACHERS

2008 GENERAL SESSION

STATE OF UTAH

LONG TITLE**General Description:**

This bill provides market incentives to attract and retain mathematics and science teachers who fill positions for which there is a critical shortage of qualified personnel.

Highlighted Provisions:

This bill:

- ▶ directs the Legislature to annually appropriate money for market incentives in the form of additional compensation for mathematics and science teachers who fill positions for which there is a critical shortage of qualified personnel;
- ▶ requires the State Board of Education to:
 - conduct an annual survey to identify mathematics and science positions for which there is a shortage of qualified personnel; and
 - distribute money to school districts and charter schools based on the number of full-time-equivalent positions that qualify for additional compensation.

Monies Appropriated in this Bill:

This bill appropriates:

- ▶ as an ongoing appropriation subject to future budget constraints, \$7,000,000 from the Uniform School Fund for fiscal year 2008-09.

Other Special Clauses:

This bill takes effect on July 1, 2008.

Utah Code Sections Affected:

ENACTS:

53A-17a-154, Utah Code Annotated 1953

Be it enacted by the Legislature of the state of Utah:

Section 1. Section **53A-17a-154** is enacted to read:

53A-17a-154. Market incentives for mathematics and science teachers in critical shortage.

(1) Subject to future budget constraints, the Legislature shall annually appropriate money to the State Board of Education for market incentives in the form of additional compensation to attract and retain mathematics and science teachers who fill positions for which there is a critical shortage of qualified personnel.

(2) From monies appropriated under Subsection (1), the State Board of Education shall distribute monies to school districts and charter schools based on the number of full-time-equivalent positions that qualify for additional compensation.

(3) The State Board of Education shall annually:

(a) survey school districts and charter schools to identify mathematics and science positions for which there is a shortage of qualified personnel; and

(b) develop a criticality index that classifies mathematics and science positions based on the degree of difficulty in recruiting qualified personnel.

(4) A school district or charter school may provide additional compensation to teachers who fill mathematics and science positions for which there is a critical shortage of qualified personnel as identified by the board pursuant to Subsection (3).

(5) The board shall annually establish the amount of compensation on a full-time-equivalent basis to be awarded to teachers qualifying for additional compensation based on the monies available and the number of qualifying teachers.

(6) Additional compensation may be awarded only to teachers who:

(a) are designated NCLB highly qualified for their positions under rules of the State Board of Education; and

(b) have received a satisfactory rating or above on their most recent evaluation.

(7) The State Board of Education may make rules to administer this section, in accordance with Title 63, Chapter 46a, Utah Administrative Rulemaking Act.

Section 2. Appropriation.

As an ongoing appropriation subject to future budget constraints, there is appropriated for fiscal year 2008-09, \$7,000,000 from the Uniform School Fund to the State Board of Education for market incentives for teachers who fill mathematics and science positions for which there is a critical shortage of qualified personnel, as provided in Section 53A-17a-154.

Section 3. Effective date.

This bill takes effect on July 1, 2008.

